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# **FOX6 – Birmingham WBRC TV**

## **EMPLOYMENT OUTREACH**

We participate in job fairs and conventions where we can reach college students and inform them of the job and internship openings at the station. If we can not attend the fair we send the information for display.

## **INTERNSHIP PROGRAMS**

We have an active year-round internship program for junior and senior year college students. During the year we have interns from several colleges including but not limited to University of Alabama Birmingham, University of Alabama, Jacksonville State University, and Miles College. Students work within our news department assisting with all aspects of the newsroom to get hands on experiences. The students must complete a minimum of 20 hours for 8 weeks and receive college credit for the internship. Students have the opportunity to shadow all departments before the end of their program.

## **PARTICIPATION IN SCHOLARSHIP PROGRAMS**

We have one Emma L. Bowen Foundation for Minority Interests in Media, Inc. participant. The participant has been with us from high school and will continue with us until graduation from college. This program allows the student to work in the industry during all school breaks and vacations. The students rotates through all the departments of the station to learn the industry at a whole.

## **PARTICIPATION IN TRAINING PROGRAMS**

On the Job training and various seminars and workshops. We had a Traffic software conversion in which we had on site training for the Sales, Finance, Programming and Creative Service departments. Some employees continued their training on the Avid Newscutter system.

## Recruitment Summary Form

**Reporting Period: July 14, 2008 to December 1, 2008****Total hires during reporting period: 3**[illegible]

# Recruiting Sources

Recruitment Sources used to fill these positions between July 14, 2008 and December 1, 2008

- 1. Name of Source:** Tvjobs.com Web Site  
**Fax:** (760) 754-2115  
**E-mail:** Tvjobs.com  
**Notification of jobs was posted online**
- 2. Name of Source:** FOX6 Web Site: [www.myfoxal.com](http://www.myfoxal.com) (Job line)  
**Contact Person:** F. Rylee, Executive Assistant – FOX6  
**Address:** P.O. Box 6  
**Address:** Birmingham, AL 35201  
**Telephone:** (205) 322-6666  
**E-mail:** [hrwbrc@gowbrc.com](mailto:hrwbrc@gowbrc.com)  
**Notification of all WBRC positions are listed on-line**
- 3. Name of Source:** Internal WBRC posting  
**Contact Person:** F. Rylee, Executive Assistant – FOX6  
**Address:** P.O. Box 6  
**Address:** Birmingham, AL 35201  
**Telephone:** (205) 322-6666  
**E-mail:** [hrwbrc@gowbrc.com](mailto:hrwbrc@gowbrc.com)  
**Notification of all WBRC positions are posted internally**
- 4. Name of Source:** Walk-in/Send in Resumes to Station –  
Resumes accepted  
**Contact Person:** F. Rylee, Executive Assistant – FOX6  
**Address:** P.O. Box 6  
**Address:** Birmingham, AL 35201  
**Telephone:** (205) 322-6666  
**E-mail:** [hrwbrc@gowbrc.com](mailto:hrwbrc@gowbrc.com)  
**Resumes accepted when sent to above address or applications/resumes turned into the front desk during normal business hours**
- 5. Name of Source:** National Black Media Coalition  
**Contact Person:** Employment Resource Center  
**Address:** 11120 New Hampshire Avenue, Suite 204  
**Address:** Silver Spring, MD 20904  
**Notification /request for ad mailed**
- 6. Name of Source:** The Birmingham News  
**Contact Person:** Classified Advertising  
**Address:** 2200 4<sup>th</sup> Avenue, N  
**Address:** Birmingham, AL 35203  
**Notification /request for ad mailed**

- 7. Name of Source: The Birmingham Times**  
**Contact Person: Classified Advertising**  
**Address: 115 3<sup>rd</sup> Ave. W.**  
**Address: Birmingham, AL 35204**  
**Notification /request for ad mailed**
- 8. Name of Source: Alabama Public TV**  
**Contact Person: Ms. Johanna Cleary**  
**Address: 1255 Madison Avenue**  
**Address: Montgomery, AL 36107**  
**Notification /request for ad mailed**
- 9. Name of Source: Birmingham Association for Black Journalists**  
**Address: P.O. Box 185**  
**Address: Birmingham, AL 35201-0185**  
**Notification /request for ad mailed**
- 10. Name of Source: Miles College**  
**Contact Person: Student Placement Office**  
**Address: P.O. Box 3800**  
**Address: Birmingham, AL 35208**  
**Notification /request for ad mailed**
- 11. Name of Source: UAB Student Placement Office**  
**Contact Person: Student Placement Office**  
**Address: University Center, Suite 516, 1400 University Blvd.**  
**Address: Birmingham, AL 35294-1150**  
**Notification /request for ad mailed**
- 12. Name of Source: University of Alabama - Birmingham**  
**Contact Person: Student Placement Office**  
**Address: 414 Arts & Humanities Bldg.**  
**Address: Birmingham, AL 35294**  
**Notification /request for ad mailed**
- 13. Name of Source: Alabama State University**  
**Contact Person: Office of Communications**  
**Address: 915 S Jackson St**  
**Address: Montgomery, AL 36195-0301**  
**Notification /request for ad mailed**
- 14. Name of Source: University of Alabama - Birmingham**  
**Contact Person: Student Placement Office**  
**Address: 901 South 15<sup>th</sup> Street, Suite 223**  
**Address: Birmingham, AL 35294-2060**  
**Notification /request for ad mailed**

- 15. Name of Source: Lawson State Community College**  
**Contact Person: Student Placement Office**  
**Address: 3060 Wilson Road S. W.**  
**Address: Birmingham, AL 35221**  
**Notification /request for ad mailed**
- 16. Name of Source: Alabama A & M University**  
**Contact Person: Student Placement Office**  
**Address: P.O. Box 997**  
**Address: Normal, AL 35762**  
**Notification /request for ad mailed**
- 17. Name of Source: Tuskegee University**  
**Contact Person: Dean of Student Affairs**  
**Address: 1200 W Montgomery Rd, Kresge Center**  
**Address: Tuskegee, AL 36088**  
**Notification /request for ad mailed**
- 18. Name of Source: Jefferson State Community College**  
**Contact Person: Student Placement Office**  
**Address: 2601 Carson Road**  
**Address: Birmingham, AL 35215-3098**  
**Notification /request for ad mailed**
- 19. Name of Source: Talladega College**  
**Contact Person: Student Placement Office**  
**Address: 627 W. Battle Street**  
**Address: Talladega , AL 35160**  
**Notification /request for ad mailed**
- 20. Name of Source: Alabama State Employment Service**  
**Contact Person: Student Placement Office**  
**Address: 3440 3<sup>rd</sup> Avenue S.**  
**Address: Birmingham, AL 35222**  
**Notification /request for ad mailed**
- 21. Name of Source: Black & White**  
**Contact Person: Mr. Rosson Richardson**  
**Address: 1312 20<sup>th</sup> Street S.**  
**Address: Birmingham, AL 35205**  
**Notification /request for ad mailed**
- 22. Name of Source: Alabama Broadcasters Association**  
**Address: 2180 Parkway Lake Dr**  
**Address: Hoover, AL 35244**  
**Website: www.al-ba.com**  
**Notification placed on ABA website**

- 23. Name of Source: Troy State University**  
**Contact Person: Career Development & Placement Office**  
**Address: 110 Adams University Center**  
**Address: Troy, AL 36082**  
**Notification /request for ad mailed**
- 24. Name of Source: Auburn University**  
**Contact Person: Student Placement Office**  
**Address: 400 Mary Martin Hall**  
**Address: Auburn, AL 36849**  
**Notification /request for ad mailed**
- 25. Name of Source: Jacksonville State University**  
**Contact Person: Student Placement Office**  
**Address: 105 Bibb Graves Hall**  
**Address: Jacksonville, AL 36265-9982**  
**Notification /request for ad mailed**
- 26. Name of Source: University of Alabama**  
**Contact Person: Career Center**  
**Address: Box 870293**  
**Address: Tuscaloosa, AL 35487**  
**Notification /request for ad mailed**
- 27. Name of Source: National Association of Black Journalists**  
**Contact Person: Ms. Samuel**  
**Address: 8701-A Adelphi Road**  
**Address: Adelphi, MD 20783-1716**  
**Notification /request for ad mailed**
- 28. Name of Source: National Association of Hispanic Journalists**  
**Contact Person: Ms. Lopez**  
**Address: 1193 National Press Building**  
**Address: Washington, D.C. 20045**  
**Notification /request for ad mailed**
- 29. Name of Source: Birmingham Southern College**  
**Contact Person: Student Placement Office**  
**Address: 900 Arkadelphia Rd**  
**Address: Birmingham, AL 35254**  
**Notification/request for ad mailed**
- 30. Name of Source: Central AL Community College**  
**Contact Person: Student Placement Office**  
**Address: 34091 US Hwy 280**  
**Address: Childersburg, AL 35044**  
**Notification/request for ad mailed**

- 31. Name of Source: Faulkner University**  
**Contact Person: Student Placement Office**  
**Address: 2970 Lorna Rd**  
**Address: Birmingham, AL 35216**  
**Notification/request for ad mailed**
- 32. Name of Source: Gadsden Business College**  
**Contact Person: Student Placement Office**  
**Address: 3225 Rainbow Dr**  
**Address: Rainbow City, AL 35906**  
**Notification/request for ad mailed**
- 33. Name of Source: Herzing College**  
**Contact Person: Student Placement Office**  
**Address: 380 West Valley Ave**  
**Address: Birmingham, AL 35209**  
**Notification/request for ad mailed**
- 34. Name of Source: ITT Technical College**  
**Contact Person: Student Placement Office**  
**Address: 500 River Hills Business Pk**  
**Address: Birmingham, AL 35242**  
**Notification/request for ad mailed**
- 35. Name of Source: Samford University**  
**Contact Person: Student Placement Office**  
**Address: 600 Lakeshore Dr**  
**Address: Birmingham, AL 35209**  
**Notification/request for ad mailed**
- 36. Name of Source: Alabama Job Link**  
**Website: [joblink.alabama.gov](http://joblink.alabama.gov)**  
**Notification posted on site**
- 37. Name of Source: RTNDA Job line**  
**Fax: (202) 223-4007**  
**Notification /request for ad faxed**
- 38. Name of Source: Bessemer Technical Institute**  
**Fax: (205) 426-7306**  
**Notification /request for ad faxed**
- 39. Name of Source: Electronic Media**  
**Contact Person: R. Ehrhardt, Rep.**  
**Address: 740 N. Rush Street**  
**Address: Chicago, IL 60611**  
**Fax: (312) 649-7827**  
**Notification /request for ad faxed**

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 08/04/08

**Position/Job Title:** Chief Meteorologist **Job Classification:** o/c 02

**Recruitment Source<sup>1</sup>:** TVjobs.com

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 3

Referral Sources <sup>2</sup>	No. of Interviewees
<b>Name:</b> <u>TVjobs.com</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1
<b>Name:</b> <u>Current Employee</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	2

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<sup>1</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>2</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.



# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 08/25/08

**Position/Job Title:** Account Executive (2) **Job Classification:** o/c 04

**Recruitment Source<sup>3</sup>:** Employee Referral

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 7

Referral Sources <sup>4</sup>	No. of Interviewees
<b>Name:</b> <u>Employee Referral</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1
<b>Name:</b> <u>University of Alabama Career Services</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	3
<b>Name:</b> <u>Samford University Career Services</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1
<b>Name:</b> <u>Outside Referral</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	2

<sup>3</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>4</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 09/15/08

**Position/Job Title:** Account Executive (2) **Job Classification:** o/c 04

**Recruitment Source<sup>5</sup>:** Employee Referral

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (      )

**Total # of Interviewees:** 7

Referral Sources <sup>6</sup>	No. of Interviewees
<b>Name:</b> <u>Employee Referral</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1
<b>Name:</b> <u>FOX6 Website</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1
<b>Name:</b> <u>Advertising Firm Referral</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	3
<b>Name:</b> <u>University of Alabama Career Services</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1
<b>Name:</b> <u>University of Alabama at Birmingham Career Services</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1

<sup>5</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>6</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.